

June, 2013

healthcare Workforce update

ADDRESSING THE HEALTHCARE WORKFORCE NEEDS IN SOUTH DAKOTA
THROUGH A PARTNERSHIP BETWEEN THE DEPARTMENTS OF EDUCATION,
LABOR & REGULATION, HEALTH AND THE BOARD OF REGENTS

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Healthcare Workforce Collaborative

Greetings from the South Dakota Healthcare Workforce Center. Staffs of the Center and the Healthcare Workforce Collaborative continue to work at addressing South Dakota's healthcare workforce needs. Read on to see what's noteworthy over the past few months as well as what's coming up in the near future! As always, we welcome any feedback you have regarding these and other workforce development issues.

2013 Rural Healthcare Facility Recruitment Assistance Program

Applications are being sought for a state government program that helps rural medical facilities in South Dakota recruit nurses, pharmacists, physical therapists and other health professionals.

The Rural Healthcare Facility Recruitment Assistance Program was launched in 2012 as part of Gov. Dennis Daugaard's South Dakota Workforce Initiatives (SD WINS). It provides \$10,000

incentive payments to eligible health professionals who complete three-year service commitments in communities up to 10,000 people.

Gov. Dugaard said the program helped place 60 applicants in hospitals, nursing facilities, clinics and home health agencies in 35 towns across South Dakota in the past year. Participating health professionals included nurses, physical therapists, paramedics, pharmacists, dietitians, medical laboratory professionals and radiologic technologists.

The cost of the \$10,000 incentive payment is split between the state and the employing facility, with health facilities in smaller communities paying a smaller share. The state covers 75 percent of the total for communities up to 2,500 people and 50 percent for those larger than 2,500 people.

Applications must be submitted by the employing health facility. The application period begins May 1. Application forms and additional information can be found on the state Department of Health website at ruralhealth.sd.gov

If you have any questions, please feel free to contact Karen Cudmore at 605-773-2679 or karen.cudmore@state.sd.us.

Collaborative Nursing Leadership Training Event

(contributed by the SD Center for Nursing Workforce)

The South Dakota Center for Nursing Workforce will be hosting a Collaborative Nursing Leadership training event on July 30—August 1, 2013. This 3-day program is based on the Art of Hosting (AoH) and Art of Participatory Leadership principles and methodologies. Attendees will have the opportunity to explore AoH methodologies, like World Café and Open Space. Using these techniques participants will be ready to convene crucial conversations with their diverse groups of stakeholders and, through the power of collective intelligence, be able to promote comprehensive, co-created solutions. Please register early as space is limited. If you have questions please call 605-362-2760 or email: mallory.schempp@state.sd.us.

Graduate Medical Education

(contributed by USD Sanford School of Medicine)

Graduate Medical Education at the University of South Dakota Sanford School of Medicine has seen some significant growth over the past few years. In 2010, after more than a decade without a new program, Pediatrics was added with approval for 19 trainees. This was followed in 2011 by the approval of a geriatric fellowship program training two geriatricians a year. Last year we began a Cardiovascular Disease Fellowship to train six physicians in this specialty. This year we are focused on a rural general surgery residency with hopes to have 15 residents when the program is fully staffed. These additions are in addition to expanding our Pathology program from six to eight and our Psychiatry program from 18 to 24. In total, our GME programs will have almost doubled in trainee number from 60 to 110.

South Dakota ranks sixth in the nation in retention of our medical students who also complete a residency in our state (AAMC State Physician Workforce Data Book). Having more number and variety in these important training opportunities should provide more physicians to serve our state.

A huge thanks goes out to our major participating sites of Sanford USD Medical Center, Avera McKennan Hospital and University Health Center and the Sioux Falls VA Health Care System for their partnership in achieving this growth and to the federal government for reallocating funds for 24 of these training positions.

HOSA Happenings

(contributed by AHEC Program Office)

Over 165 HOSA students were set to compete at the inaugural South Dakota HOSA State Leadership Conference in Sioux Falls on April 18-19, 2013. The event was held at the Hilton Garden Inn and Colorado Technical University. The conference offered 34 competitive events in which individuals and teams competed for awards and an opportunity to represent South Dakota at the HOSA National Leadership Conference in Nashville, TN June 26-29.

HOSA students and advisors also had an opportunity to attend a multiple number of academic sessions. Sessions included Respiratory Therapy, Clinical Nursing, EMT, Medical Lab Scientist, Biotechnology/Sanford PROMISE, "Branding Yourself"/Social Media.



Sixty-six students earned medals in the competitive events and an opportunity to represent South Dakota at the HOSA National Conference. Some events included: CPR/First Aid, Medical Photography, Extemporaneous Health Poster, Career Health Display, Biotechnology, Physical Therapy, Public Service Announcement, and Clinical Specialty.

\$2500 in scholarships was awarded to five HOSA members. The scholarship winners were Sara Ellefson-Lennox, Khia Warzecha-Harrisburg, Shelby Olson-Dakota Valley, Caeden Tinklenberg-SF CTE, and Tiffany Johnson-Rapid City.

HOSA also elected state officers at the conference. The SD HOSA state officers are President-Kimberly Chow-Dakota Valley, Secretary/Reporter-Kristi Vander Waal-Harrisburg, Treasurer/Historian-Mikala Fjerstad-Lennox, and Parliamentarian-Guozhen Wen-Rapid City Stevens. These officers will be called to lead SD HOSA as it continues to impact students and communities in South Dakota.

Students from SF CTE were interviewed about prepping for HOSA Nationals. Here is the link...
<http://listen.sdpb.org/post/hosa-students-prep-nationals>.

If you would like to know more about South Dakota HOSA and getting your school involved, please contact the HOSA State Advisor, Brock Rops at (605)357-1576 or email him at Brock.Rops@usd.edu.

SDSU College of Pharmacy Hosts Students from Sioux Falls Multi-Cultural Center C.A.R.E. Camp

(contributed by SDSU College of Pharmacy)

On May 31st, 19 4th-8th grade students from the Multi-Cultural Center Cultural Appreciation, Respect & Education (C.A.R.E.) Camp visited the SDSU College of Pharmacy to learn more about the profession of pharmacy. The students participated in hands-on activities in the pharmacy skills practice lab, which included an experiment to show how antacids work as well as preparing a cream, and spent time in the research labs. Another group of C.A.R.E. Camp participants will be visiting the College of Pharmacy on July 8, 2013.



The College is interested in increasing diversity within the pharmacy profession. However, the main goal of interacting with students at these grade levels is to make them aware of the opportunities available within health care in general and encourage them to enroll in the math and science classes necessary to prepare for careers in this field.

C.A.R.E Camp is a science and math focused summer day camp that offers unique cultural and educational experiences. With funding from NASA, students are exposed to 30 hours of science-based instruction over the course of two weeks. Additional information about C.A.R.E. Camp can be found at <http://www.sfmcc.org/C-A-R-E-Camp-s/1826.htm>.

Four-Year Bachelor's Degree in Nursing Earns Full Accreditation

(contributed by USD)

The University of South Dakota Department of Nursing has received formal notification from the Commission on Collegiate Nursing Education (CCNE) that the Baccalaureate in Nursing (B.S.N.) program at USD is accredited. USD has offered the R.N.-B.S.N. track since 2011 and will begin their first cohort of students in the four-year B.S.N. nursing major in Vermillion and Sioux Falls this fall with the Rapid City campus following in fall 2014. The Baccalaureate program earned accreditation through June 30, 2018, which is the longest time period for an initial accreditation.

Carla Dieter, Ed.D, R.N., F.N.P.-B.C., professor and chair of USD Nursing, noted that the accreditation couldn't come at a better time as more students are seeking opportunities for careers in one of the world's largest and fastest growing occupations, and the demand for baccalaureate nurses is at an all-time high and will continue to increase. The announcement was made by the Commission on Collegiate Nursing Education Board of Commissioners in April following an on-site evaluation in September 2012.

The baccalaureate degree in nursing consists of 120 credits that include theory, laboratory and clinical learning experiences. Students have an opportunity to complete general education requirements and prerequisites the first two years of the program, and nursing courses the final two years. Incoming freshman for the fall 2012 semester were able to declare the four-year B.S.N. as their degree thanks to authorization in the fall of 2011 by the South Dakota Board of Regents.

USD Nursing will maintain accreditation for the Associate Degree Nursing programming through the Accreditation Commission for Education in Nursing (ACEN), formerly known as the National League for Nursing Accrediting Commission (NLNAC).

For more information about the Department of Nursing, which is part of USD's School of Health Sciences, please visit the department's Web site at <http://www.usd.edu/nursing> or call (605) 677-5006.

Dakota Roots Marketing Update

(contributed by the Department of Labor and Regulation)

Dakota Roots undertook some aggressive marketing efforts over the past year. One-time general funds appropriated by the legislature for promotions were successful in increasing total new registrations by 63.5 percent in 2012 compared to 2011. For more information, contact [Dawn Doyre](#). Listed below are some spring highlights:



Featured Community Webpage on the Dakota Roots website

A new Featured Community webpage was added to the Dakota Roots website at <http://www.dakotaroots.com/community/>.

Inside Keloland Segment

The featured topic on the February 17 Inside Keloland segment was Jobs. You can watch this segment at <http://www.keloland.com/newsdetail.cfm/inside-keloland-jobs/?id=143925>.

Online Ads on Job Search Web Channel

Online ads ran on the Job Search web channels February 25 thru May 25. Examples of these job search sites include: Indeed, Monster, and Career Builder.

Quarterly Email to Inactive Seekers

Four quarterly emails have been sent to approximately 7,000 inactive Dakota Roots jobs seekers.

Collegiate Advertising

An insert ran in these collegiate newspapers in March: Saint Cloud State University, University of Minnesota, University of Iowa, and University of Lincoln.

Mall of America Kiosk

Dakota Roots had a kiosk at the Mall of America in Minneapolis during March/April/May.

GOED Campaign – Online Ads and Bulletin Board Poster

GOED also launched a campaign tied back to Dakota Roots targeting 18 community and technical colleges in Minnesota.

Coffee Sleeves and Free Coffee Day

In an effort to reach both career starters and career steppers, a guerilla marketing strategy of distributing coffee sleeves in the Twin Cities area ran March 18 thru May 20.

Save the Date: Interprofessional Education Summit

(contributed by USD)

An upcoming Interprofessional Education Summit is currently being planned for Tuesday, August 20, 2013 in Chamberlain, South Dakota.

Recent IOM reports as well as accreditation requirements are calling for more interprofessional education to enable students and future practitioners the opportunity to learn to work together to improve patient outcomes. Our practice partners also recognize the importance of practitioners not only being educated together, but working together in the practice arena. To that end, those of us in education and practice need to come together to plan strategies to bring this to fruition.

As a leader within your institution, you are invited to join other leaders in education and practice from across the state to discuss important issues related to developing a 'collaborative ready' healthcare workforce in South Dakota.

More detailed information will be forthcoming in the coming months. Registration and RSVPs will be required.

If you have any questions, please contact Jill Toland at: Jill.Toland@usd.edu or 605-357-1553.

The University of South Dakota Sanford School of Medicine

Recognized as one of Top 10 Schools in the Nation for Rural Medicine

(contributed by USD Sanford School of Medicine)

The University of South Dakota Sanford School of Medicine was recognized as one of the top 10 schools in the nation for rural medicine. This accolade appeared in U.S. News & World Report's "Best Graduate Schools 2014" publication. The selection was made by a vote of medical school deans and senior faculty. Data from the American Association of Medical Colleges' 2013 report backs up this ranking, placing the school in the 99th percentile nationally for graduates practicing in rural areas. "Rural medicine is an important focus of the school. We thank our faculty and students for their excellent work, which is recognized by these national rankings," commented Mary Nettleman, MD, MS, MACP, dean of the school. "We also look forward to our new Frontier and Rural Medicine (FARM) program to further advance our mission in rural medicine in South Dakota."

2013 South Dakota Nurses Foundation Scholarships

(contributed by the SD Nurses Association)

The South Dakota Nurses Foundation has the following scholarships available. Deadline for all scholarships: Postmarked July 15, 2013. For scholarship criteria or for more information please contact Carman Timmerman with the SDNF Scholarship Committee at carmantimmerman@gmail.com or (605) 718-4189.

Rita H. Walsh Scholarship

Amount: \$1000

Purpose: To support a registered nurse (RN) pursuing a higher level of nursing education. The scholarship will be awarded annually for the spring semester.

Marianne M. Stenvig Scholarship

Amount: \$1000

Purpose: To support a male registered nurse in pursuit of his educational goals.

South Dakota Nurses Foundation Scholarship

Amount: \$1000 each – 3 scholarships available

Purpose: To support a registered nurse pursuing a master's or doctoral degree with the career goal of education program.

Scrubs Camps

In 2007, the Departments of Health and Education began a partnership to implement one day, hands-on health career awareness opportunities for students. You've come to know these camps as "Scrubs Camps" for high school students. The number of camps across South Dakota has grown from 5 camps in 2007/2008 to 16 camps in 2013/2014. The majority of Scrubs Camps are held during the fall of the year, with the remaining camps being held during the spring.



Listed below are the locations and tentative dates for the upcoming camp:

Aberdeen: October 30, 2013
Chamberlain: September 25, 2013
Faith: October 23, 2013
Huron: October 1, 2013
Madison: March 7, 2014
Mission: October 30, 2013
Mitchell: November 20, 2013
Mobridge: October 16, 2013

Pierre: November 5, 2013
Rapid City: December 4, 2013
Rapid City: Spring, 2014 (TBD)
Sioux Falls: October 23, 2013
Spearfish: February 22, 2014
Watertown: October 16, 2013
Vermillion: March 18, 2014
Yankton: October 1, 2013

For more information, contact [Halley Lee](#) or call 605.773.6320 or visit www.scrubscamps.sd.gov.



- Need more career brochures? Contact SDAHO [online](#) to order more!
- Learn more about the Rural Healthcare Facility Recruitment Assistance Program: \$10,000 to qualified healthcare professionals. [Learn more!](#)
- Interested in mobile emergency care education? [SIM-SD](#) can help!

More Information?



[Halley Lee:](#) Department of Health
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[Deb Halling:](#) Department of Labor & Regulation
[Paul Gough:](#) Board of Regents

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